

Differentiate Pay Plan

The Orofino Joint School District #171 Differentiate Pay Plan is based upon several assumptions.

Assumptions

1. Staff development is essential to improving student learning.
2. There is not enough time in the current calendar due to all the budget cuts the past few years for adequate staff development at the present time.
3. The additional need for Idaho Common Core staff development further dilutes the ability to keep our staff current with Best Practices.
4. Sixty percent of the funds allocated for our district for differential pay equate to approximately 2% of our current certified salary obligations.
5. 2% of a certified staff members current work year is approximately 28 hours.
6. Implementing 28 hours of additional staff development benefits student learning while increasing a teacher's effective practices

Plan

Our plan is to utilize the funding for differential pay to “buy” 28 hours of additional staff hours of training.

Building administrators will utilize the 28 additional hours to develop staff development specifically dedicated to Common Core. The building administrator will have a schedule of times and dates for the additional training (it is not build into the district calendar) for his/her school to the employees by October 1. The building administrators have been directed to “front load” the hours into the school year to obtain the maximum benefit.

The hours can be used in blocks of time, example additional four hour work days on Fridays (we have a four day week) or for collaboration and planning after school an hour at a time.

Expenditure

Sixty percent of the funds will be utilized for “awards” for attending training outside the “contracted year negotiated agreement.” The district anticipates the 60% allowed by the state will be insufficient and will require some local general fund revenue.

Forty percent of the funds will be utilized for leadership and resources necessary to implement Idaho core in math and language arts standards within the current school calendar.

Achievement awards

Certified staff will be able to “opt in” to 28 hours of training and receive a one year stipend of 2% of their base pay.

Classified staff, directly involved in student learning, is eligible to “opt in” to the additional training and will be compensated at their hourly rate of pay.

Awards will all be directed to “teaching” staff who volunteer to undertake the additional training.

The awards will be at the school level as a percentage of base pay for certified staff or on the basis of hourly rate of pay for classified staff

Differential Pay Plan SD #171

Comments:		
Group Type: School		
Award Type: SHARED BASED AMOUNT		
Student Achievement Description: IRI, Easy CBM, Pre-Post Tests		
Benchmarks	Certified	Classified
Completion of 28 hours of Common Core SD	2% of Base Salary	

Differential Pay Plan for SD171

Comments:		
Group Type: School		
Award Type: SHARED BASED AMOUNT		
Student Achievement Description: IRI, Easy CBM, Pre-Post tests		
Benchmarks	Certified	Classified
28 hours of SD in Common Core	2% of Base	none

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Award Type: SHARED BASED AMOUNT
Student Achievement Description: IRI, Easy CBM, Pre-post tests

Benchmarks	Certified	Classified
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